

Message Text

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60

ACTION ARA-10

INFO OCT-01 ISO-00 USIA-06 AID-05 DODE-00 PC-01 FS-01

PER-01 A-01 OPR-02 ABF-01 AGR-05 /034 W

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P 032000Z SEP 76

FM AMEMBASSY ASUNCION

TO SECSTATE WASHDC PRIORITY 8221

LIMITED OFFICIAL USE ASUNCION 3708

FOR ARA/MGT

EO 11652: NA

TAGS: AFSP PA

SUBJ: LOCAL EMPLOYEE COMPENSATION

REF: STATE 197981, SEPT 2 NEWMAN/KRIEGER TELECON

1. AS DEPARTMENT IS AWARE, POST IS EXPERIENCING SERIOUS DIFFICULTIES AS A RESULT OF IMPLEMENTATION REVISED LOCAL EMPLOYEE COMPENSATION PLAN. ELIMINATION OF THREE SPECIAL PAYMENTS (HEALTH, LANGUAGE AND 8.5 PCNT IN LIEU OF CSR COVERAGE) RESULTED IN UNACCEPTABLE SALARY CUTS FOR MANY EMPLOYEES, FACED WITH A 15 PLUS PCNT INFLATION RATE. ACCORDINGLY, AFTER CONSULTATION WITH LP, AFFECTED EMPLOYEES WERE GIVEN SUFFICIENT STEP INCREASES TO PREVENT SALARY LOSS. THIS WAS DONE IN GRADES 4, 5, 6 AND 7. BY DOING THIS, HOWEVER, PREVIOUS SALARY INEQUITY BETWEEN EMPLOYEES HAVING CSR AND THOSE NOT COVERED WAS MADE PERMANENT AND THE SENIORITY SYSTEM IN THESE GRADES WAS COMPLETELY DESTROYED, CAUSING SEVERE UNHAPPINESS AND UNREST IN THE WORKFORCE.

2. TO REMEDY THIS INTOLERABLE SITUATION, POST PROPOSES TO GIVE CERTAIN EMPLOYEES IN GRADES 4, 5, 6 AND 7 STEP INCREASE SUFFICIENT TO RESTORE SENIORITY RELATIONSHIPS AS THEY EXISTED UNDER PREVIOUS WAGE PLAN. NO EMPLOYEE
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WOULD PASS FROM ONE GRADE LEVEL TO ANOTHER BECAUSE OF

THIS AND ALMOST ALL SENIORITY PROBLEMS WOULD BE CORRECTED.

3. LP AGREED WITH PROPOSED SOLUTION AFTER TELEPHONE DISCUSSION OF PROBLEM WITH ADMIN OFFICER.

4. ADDITIONAL COST FOR STATE EMPLOYEES IS AS FOLLOWS:

PROGRAM: TQ \$100, FY 77 \$1165

SHARED: TQ \$587, FY 77 \$6883

THESE AMOUNTS ARE COVERED BY ADDITIONA TQ FUNDING REQUIREMENTS AND ADJUSTEMNT TO FY 77 GOING RATE BEING SENT SEPTELS.

5. POST REQUESTS ARA/MGT AUTHORIZATION PROCEED.
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Message Attributes

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Margaret P. Grafeld
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